

Holmes Care Group Equal Pay and Gender Pay Gap Report –2022-2023

This report sets out the gender pay statistics for Holmes Care Group in relation to the reporting year of 2022 – 2023.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Holmes Care Group is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Organisational context

Holmes Care Group Ltd is committed to the principles of equal pay for all our employees. We aim to eliminate any gender bias in our pay and remuneration systems and understand that equal pay between males and females is a legal right in accordance with the Equality Act 2010, Public Sector Equality Duty and European law.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Gender Pay Gap

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, the current mean gender pay gap at Homes Care Group is 11.39% which is based on hourly pay rates as of the snapshot date of 5th April 2023. This shows a modest gender pay gap, which suggests that on average males earn moderately more than females in employment Holmes Care Group.

Below we have identified the factors that we believe contribute to this gap:

- During this period, Holmes Care Group employed two males in senior positions at Head Office who have a higher salary than most employees across the Company. Whilst there are several females on similar salaries the fact that there are fewer men in the Company means that this male executive's salary considerably increases the mean average pay rates for all males.

- The sample included 128 male employees and 804 female employees at Holmes Care Group. The larger proportion of female employees means that it would require a substantially higher number of females earning equivalent salaries to the male executives to achieve parity in the average female pay rate.


Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, there is no pay gap when considering median pay rates. When we look at pay rates for individual roles it is clear that there is no pay gap between males and females; whereby everyone with the same job title is on the same pay rate, regardless of gender.

Salary pay quartiles

The following section separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees.

The pay quartiles percentage is calculated using the following formulas:

 $A / C \times 100$ and $B / C \times 100$.

(A = male employees in quartile, B = female employees in quartile, C = total number of employees in quartile).

The report indicates that across all quartiles within the company, there is a higher representation of females compared to males, despite pay being relatively consistent throughout the organisation. Specifically, the data reveals that 13.73% of the sample consists of male employees, while 86.27% are female employees. If there were no gender pay gap present within the company, these figures would align with the expected proportions of males and females in each quartile.

Bonus pay

The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months was 0%. This result stemmed from only one employee receiving a bonus during this timeframe, who happened to be female.

Confirmation statement

I confirm the information set out in this gender pay gap report is accurate and calculated in accordance with the regulations.

Signed: 

Name: Sharifa Lakhani

Job title: CEO

Date of statement: 12/03/2024